UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD REGION 20

GOOGLE, LLC and ALPHABET INC., a single employer

and

(b) (6), (b) (7)(C), an Individual	Cases: 20-CA-252802
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and

(b) (6), (b) (7)(C), an Individual 20-CA-252902

and

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, a labor organization

20-CA-252957
20-CA-253105
20-CA-253464

and

(b) (6), (b) (7)(C), an Individual 20-CA-253982

ORDER TO SHOW CAUSE

All show cause responses must be served on all parties and electronically filed by the end of business on <u>June 3, 2021</u>.

IT IS SO ORDERED.

Dated this 27th of May 2021.

/s/ Daniel J. Owens

Daniel J. Owens Acting Regional Director NLRB Region 20 May 5, 2021

LAURIE M. BURGESS, ESQ. BURGESS LAW OFFICES, PC 498 UTAH ST SAN FRANCISCO, CA 94110-1435

CORRECTED LETTER

Google, LLC and Alphabet Inc., a single employer Cases 20-CA-252802 20-CA-252902 20-CA-252957 20-CA-253105 20-CA-253249 20-CA-253464 20-CA-253982

Dear Ms. Burgess:

This office has carefully considered your appeal. The appeal is sustained in part and denied in part. It was concluded that the Employer arguably violated Section 8(a)(1) of the Act by disparately enforcing its Need to Know Data Classification policy by applying it only against employees who engaged in protected, concerted activities and by unlawfully interrogating employees about the "Always-Ask-Kent" form and extension.

In addition, it was concluded that the Employer arguably violated Section 8(a)(1) of the Act by unlawfully discharging employees and and pursuant to its Need to Know Data Classification policy because they engaged in conduct protected by the Act. We are remanding these portions of the appeal to the Regional Director for further processing. Absent settlement, the Regional Director will include these allegations in an amended consolidated complaint, and an administrative law judge will hold a hearing. Please address all further inquiries to the Regional Director.

The remainder of your appeal is denied, substantially for the reasons set forth in the Regional Director's letter dated December 2, 2020.

Sincerely,

Peter Sung Ohr Acting General Counsel

By:

Mark E. Arbesfeld, Director Office of Appeals

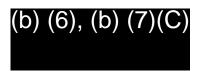
Mark E. Albertell

cc: JILL H. COFFMAN
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
901 MARKET ST STE 400
SAN FRANCISCO, CA 94103-1738

EILEEN NAUGHTON EMPLOYER REPRESENTATIVE GOOGLE INC. 345 SPEAR ST SAN FRANCISCO, CA 94105

SARA KALIS, ESQ. PAUL HASTINGS LLP 200 PARK AVE NEW YORK, NY 10166

(b) (6), (b) (7)(C)



EILEEN NAUGHTON EMPLOYER REPRESENTATIVE GOOGLE INC. 1600 AMPHITHEATER PKWY MOUNTAIN VIEW, CA 94043

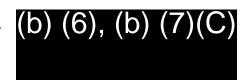
BRIAN HAYES, ESQ. PAUL HASTINGS LLP 200 PARK AVE NEW YORK, NY 10166

JENNIFER ABRUZZO, ESQ.
COMMUNICATIONS WORKERS OF
AMERICA (CWA), AFL-CIO
501 THIRD ST NW STE 800
WASHINGTON, DC 20001-2797

GOOGLE, LLC AND ALPHABET INC. A SINGLE EMPLOYER 345 SPEAR ST SAN FRANCISCO, CA 94105

AL LATHAM JR., ESQ. PAUL HASTING LLP 515 S FLOWER ST 25TH FL LOS ANGELES, CA 90071-2228

CAMERON W. FOX, ESQ. PAUL HASTINGS LLP 515 S FLOWER ST 25TH FL LOS ANGELES, CA 90071-2228



MICHAEL PFYL, DIRECTOR LEGAL – EMPLOYMENT GOOGLE, LLC 201 SPEAR ST SAN FRANCISCO, CA 94105

ERIC DISTELBURGER, ESQ. PAUL HASTINGS LLP 101 CALIFORNIA ST FL 48 SAN FRANCISCO, CA 94111-5871

vrm